

RESTRICTED

POLICY REGARDING EXTRAORDINARY COMPENSATION FOR PERSONNEL  
ON TEMPORARY WORK ASSIGNMENTS AT LOCATIONS WHERE  
EXTRA-HAZARDOUS CONDITIONS PREVAIL

SUPPLEMENT 3    EXTRA-HAZARDOUS ASSIGNMENTS  
SITE LS20A

1 March 1971

The Personnel Committee upon authorization from the President, has determined the rate and manner of extraordinary compensation for employees temporarily assigned to areas where conditions are extra-hazardous.

GENERAL

The following guidelines will be used to determine eligibility for extraordinary compensation for Temporary Change of Station (TCS) assignment to a location where extra-hazardous conditions prevail.

1. The TCS assignment is at LS20A. (including Skyline)
2. The employee is not eligible for any other project type pay.
3. The employee must be temporarily (TCS) assigned and physically present during two or more consecutive 24 hour periods of at least 6 hours duration each period to be eligible for extraordinary compensation except that aircraft recovery teams including the crew chief sent into LS20A to recover or recommission disabled aircraft which are beyond the capability of the regularly assigned staff to handle will be eligible for extraordinary compensation if they are physically present at the site for at least 6 hours in one 24 hour period.
4. Supervisory personnel and employees on inspection/service-type or survey trips who visit LS20A are not eligible for extraordinary compensation.

CRITERIA

Conditions at a site which are considered extra-hazardous, generally include actual, or imminent threat of, enemy shelling, rocketing, ground assault or physical capture.

DETERMINATION AND APPROVAL

The period(s) of extra-hazardous conditions at a specific location for purposes of payment of extraordinary compensation will be determined by the Base Manager, using all information available to him, including reports from senior Company and Customer personnel at the location and the Company's Flight Information Center and approved by the Director of Personnel. It is the responsibility of the Base Manager to maintain current determination of conditions and notify those concerned when changes occur.

APPROVED FOR  
RELEASE DATE:  
18-Dec-2009

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4 - 4/8/71

### ELIGIBILITY PERIODS

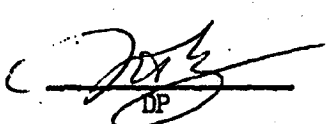

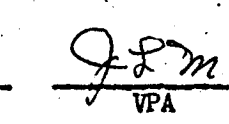
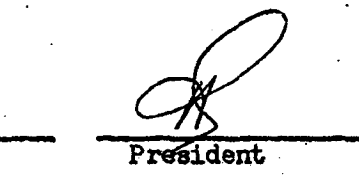
The Base Manager will maintain a record indicating the date and time each extra-hazardous condition first exists and the date and time when such condition no longer exists. (This could involve a number of periods of extra-hazardous conditions separated by periods when conditions are not extra-hazardous.) Within the date/time frame(s) when extra-hazardous conditions exist, extraordinary compensation would be payable to those who qualify. Copies of the record shall be forwarded to the Director of Personnel and the Controller.

### PROCEDURES

If eligible for extraordinary compensation, an employee should prepare a Company Expense Report (ER) form upon instructions of the Base Manager stating specific location (if possible, otherwise general information regarding location), date(s), time of arrival and time of departure and submit the ER through his supervisor to the Base Manager who will audit it and insert the applicable extraordinary compensation rate and total amount, sign the ER and forward it to the Director of Personnel who will approve the ER for the President and forward it to the Controller for payment.

### RATES

<u>Pay Standard</u>	<u>Monthly base salary in US \$ or equivalent</u>	<u>Extraordinary Compensation US \$ or equivalent</u>
1. PS-A, PS-B, PS-C and PS-D	Less than 400.00 400.00 or over	3.50 per 24 hour period 5.00 " " " "
2. Thai Pay Std-Assignment Outside of Thailand Indigenous Pay Std-UDN	N/A	2.00 " " " "
3. Indigenous Pay Std-VTE	N/A	2.00 " " " "

 DP       Controller       VPA       President

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